




(4th Cir. 2005) (cleaned up); see 28 U.S.C. § 636(b)(1). Absent a timely objection, “a district court need not conduct a de novo review, but instead must only satisfy itself that there is no clear error on the face of the record in order to accept the recommendation.” Diamond, 416 F.3d at 315 (quotation omitted). If a party makes only general objections, de novo review is not required. See id. at 315–16; Wells v. Shriners Hosp., 109 F.3d 198, 200 (4th Cir. 1997). In “order to preserve for appeal an issue in a magistrate judge’s report, a party must object to the finding or recommendation on that issue with sufficient specificity so as reasonably to alert the district court of the true ground for the objection.” Martin v. Duffy, 858 F.3d 239, 245 (4th Cir. 2017) (quotation omitted); see United States v. Midgette, 478 F.3d 616, 622 (4th Cir. 2007).

No party objected to the M&R; therefore, the court reviews for clear error. See Diamond, 416 F.3d at 315. The court has reviewed the M&R and the record. There is no clear error on the face of the record. See id.

In sum, the court ADOPTS the conclusions in the M&R [D.E. 9]. The court DISMISSES plaintiff’s claims against defendants Janice Lewis, Mark Sanders, and William Gee for failure to state a claim. The court also DISMISSES plaintiff’s hostile work environment claims and her FMLA interference claim for failure to state a claim. The court ALLOWS plaintiff’s Title VII claims of race discrimination for failure to hire, disparate discipline based on race discrimination, and retaliation to proceed against defendants East Carolina University and the University of North Carolina System [D.E. 9]. The court also allows her FMLA retaliation claim to proceed against the same defendants. The clerk is DIRECTED to file the complaint and issue the summonses prepared by plaintiff. The U.S. Marshal is DIRECTED to serve the summonses and copies of the complaint on defendants.

SO ORDERED. This 19 day of March, 2024.

  
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JAMES C. DEVER III  
United States District Judge